



## MISSOURI TEACHER RECRUITMENT AND RETENTION BLUE RIBBON COMMISSION | EDUCATOR SURVEY RESULTS

### Response Rates:

Survey	Responses	Response Rate
<i>Teacher</i>	15,169	21.48%
<i>Principal</i>	916	41.00%
<i>District Superintendent</i>	357	49.79%

### What is the student population in your district?

	Teachers	Principals	Superintendents
<i>&lt;250 Students</i>	5.5%	4.9%	17.4%
<i>250-499 Students</i>	9.7%	8.3%	16.0%
<i>500-999 Students</i>	12.1%	14.2%	16.8%
<i>1,000-3,999 Students</i>	31.9%	32.6%	30.0%
<i>4,000-9,999 Students</i>	20.0%	19.3%	12.9%
<i>&gt;10,000 Students</i>	20.8%	20.6%	7.0%

### In which of the following regions is your school/district located?

	Teachers	Principals	Superintendents
<i>Central (Warrensburg)</i>	5.9%	9.0%	14.3%
<i>Heart of Missouri (Columbia)</i>	9.4%	7.5%	8.7%
<i>South Central</i>	7.5%	7.3%	12.1%
<i>Kansas City</i>	15.8%	15.5%	9.6%
<i>Northeast</i>	4.5%	5.2%	9.6%
<i>Northwest</i>	5.2%	5.7%	8.7%
<i>Southeast</i>	9.7%	9.6%	10.1%
<i>Southwest</i>	16.7%	16.4%	17.7%
<i>St. Louis</i>	25.3%	23.7%	9.3%

What grade level do you teach? (Select all that apply.)

<i>Pre-K</i>	6.7%
<i>Kindergarten</i>	20.4%
<i>First Grade</i>	21.3%
<i>Second Grade</i>	21.6%
<i>Third Grade</i>	21.4%
<i>Fourth Grade</i>	20.7%
<i>Fifth Grade</i>	20.5%
<i>Sixth Grade</i>	18.9%
<i>Seventh Grade</i>	20.5%
<i>Eighth Grade</i>	21.0%
<i>Ninth Grade</i>	26.2%
<i>Tenth Grade</i>	28.2%
<i>Eleventh Grade</i>	29.0%
<i>Twelfth Grade</i>	28.8%

How long have you been in your role in Missouri?

	Teachers	Principals	Superintendents
<i>0-5 years</i>	18.3%	37.1%	38.9%
<i>5-15 years</i>	34.2%	41.7%	44.5%
<i>15-25 years</i>	30.8%	18.8%	12.9%
<i>25+ years</i>	16.7%	2.4%	3.6%

Which of the following describe your race/ethnicity? (Select all that apply.)

	Teachers	Principals	Superintendents
<i>American Indian/Alaska Native</i>	0.9%	0.9%	1.1%
<i>Asian</i>	0.7%	0.3%	0.3%
<i>Black</i>	2.4%	5.1%	2.0%
<i>Hispanic</i>	1.5%	0.2%	1.1%
<i>Pacific Islander</i>	0.1%	0.0%	0.0%
<i>White</i>	89.9%	87.9%	89.9%
<i>Other</i>	0.6%	0.4%	0.3%
<i>Prefer not to say</i>	7.4%	6.1%	7.0%

Which of the following describes your gender?

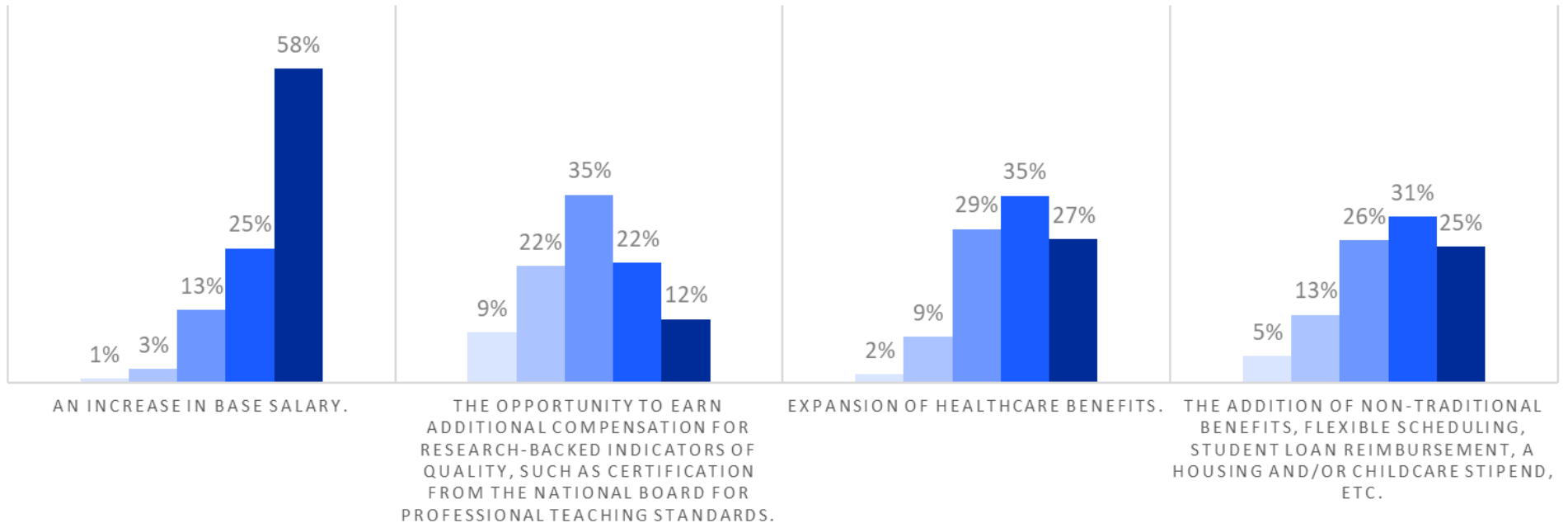
	Teachers	Principals	Superintendents
<i>Female</i>	81.0%	55.3%	26.9%
<i>Male</i>	15.0%	41.0%	67.2%
<i>Non-binary</i>	0.2%	0.0%	0.0%
<i>Other</i>	0.0%	0.1%	0.0%
<i>Prefer not to say</i>	3.8%	3.5%	5.9%

## Question 1

### TEACHERS

**WHEN CONSIDERING THE FOLLOWING COMPONENTS OF TEACHER COMPENSATION, PLEASE INDICATE THE LEVEL OF PRIORITY YOU FEEL THAT THE COMMISSION SHOULD GIVE TO EACH.**

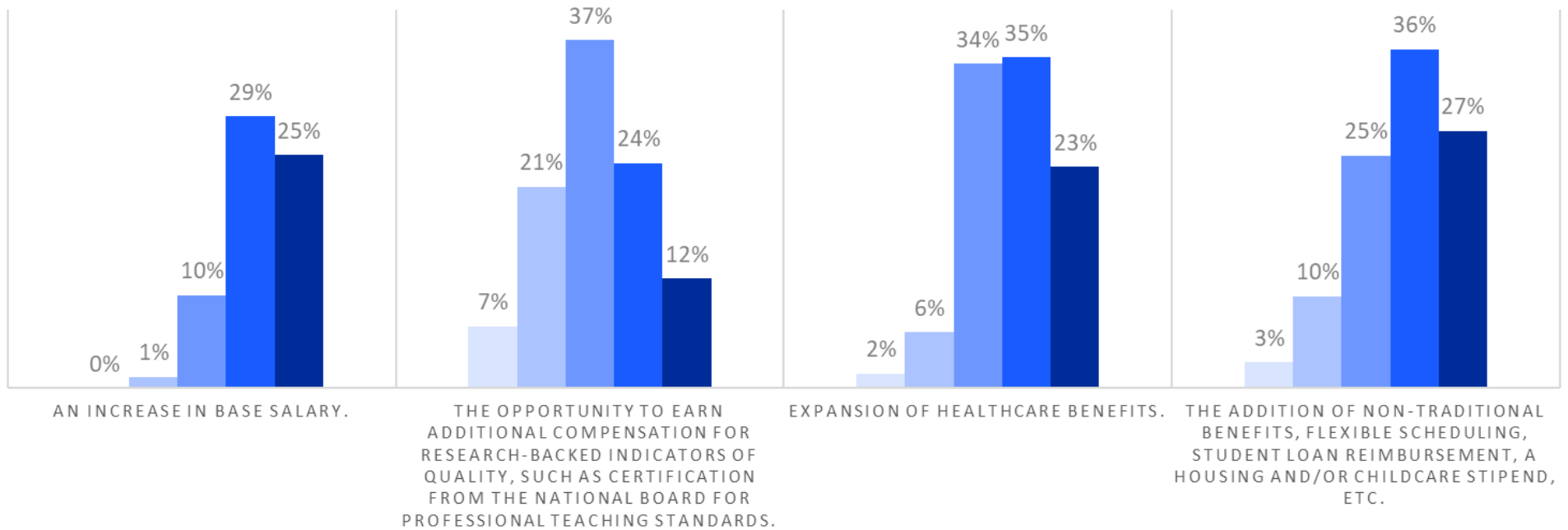
Not a Priority
Low Priority
Medium Priority
High Priority
Essential



## PRINCIPALS

WHEN CONSIDERING THE FOLLOWING COMPONENTS OF TEACHER COMPENSATION, PLEASE INDICATE THE LEVEL OF PRIORITY YOU FEEL THAT THE COMMISSION SHOULD GIVE TO EACH.

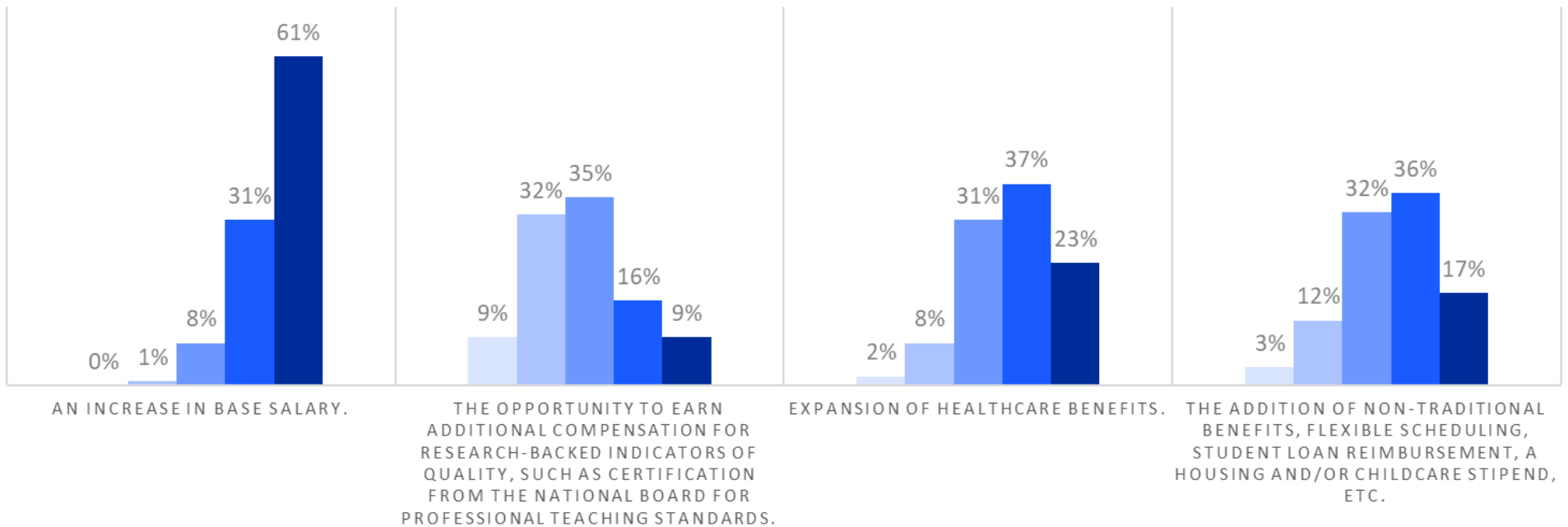
Not a Priority Low Priority Medium Priority High Priority Essential



## SUPERINTENDENTS

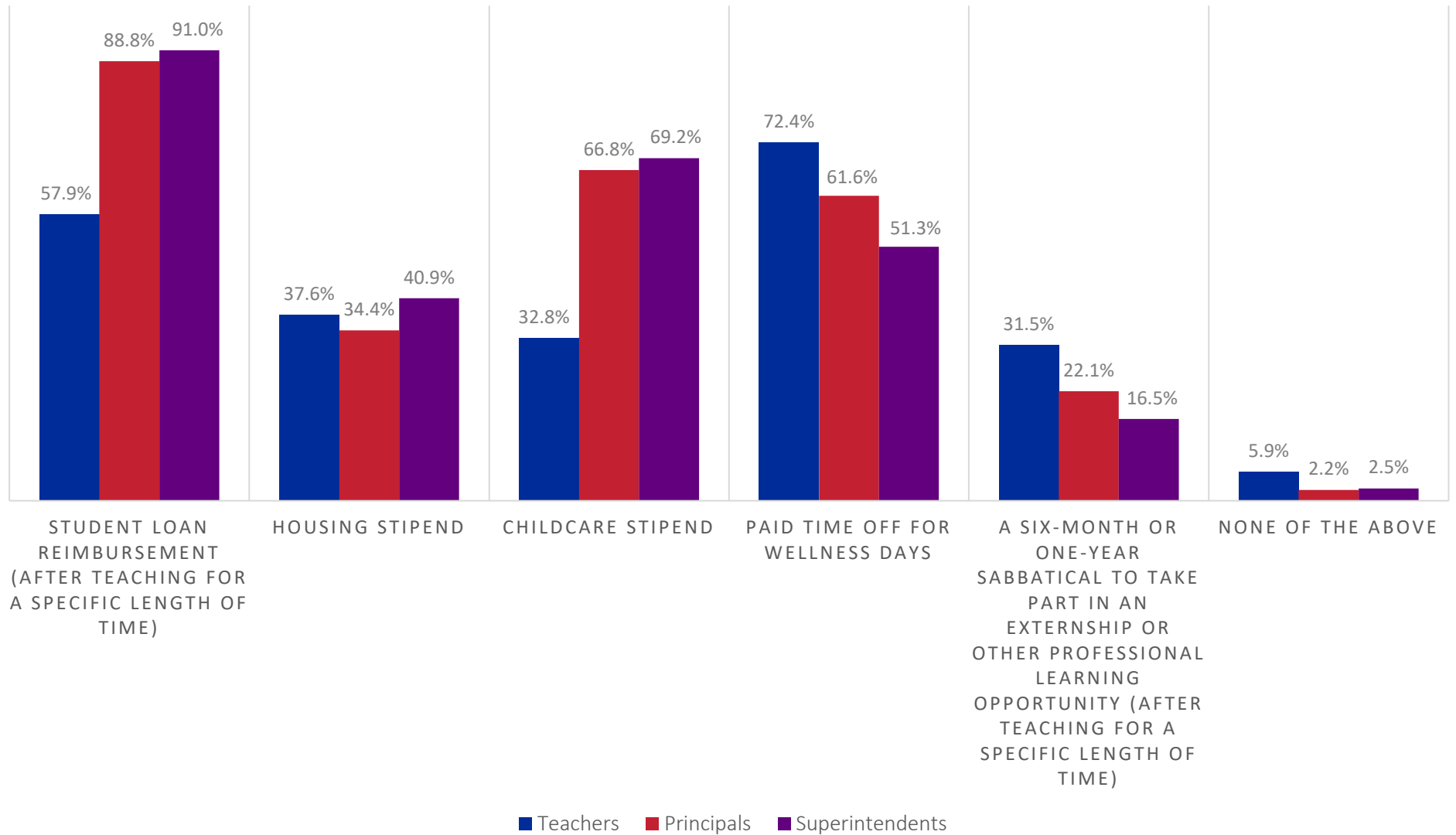
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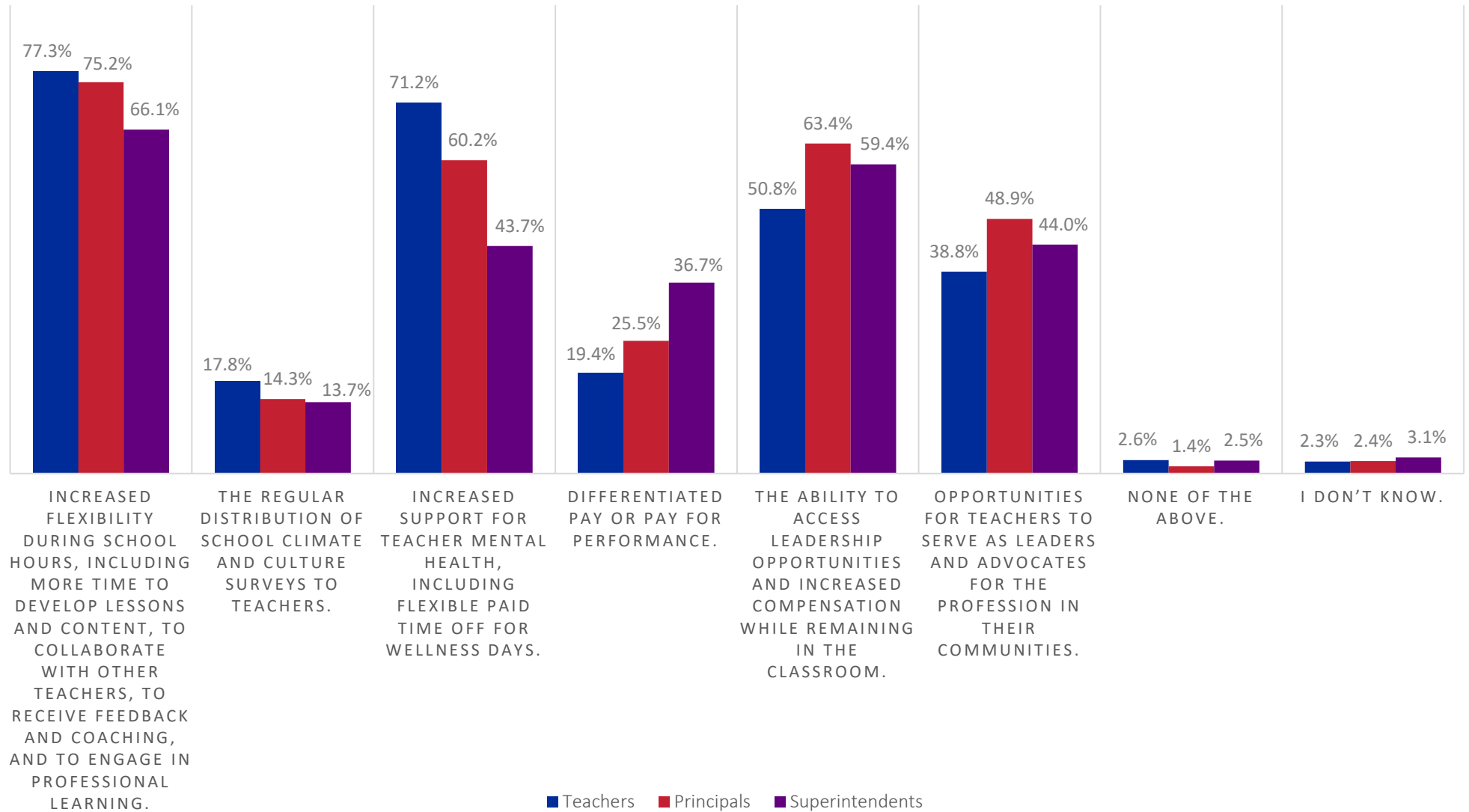
## Question 2

WHEN CONSIDERING THE ADDITION OF NON-TRADITIONAL BENEFITS, WHICH OF THE FOLLOWING WOULD YOU OR YOUR TEACHERS UTILIZE IF IT WAS AVAILABLE? (SELECT ALL THAT APPLY.)



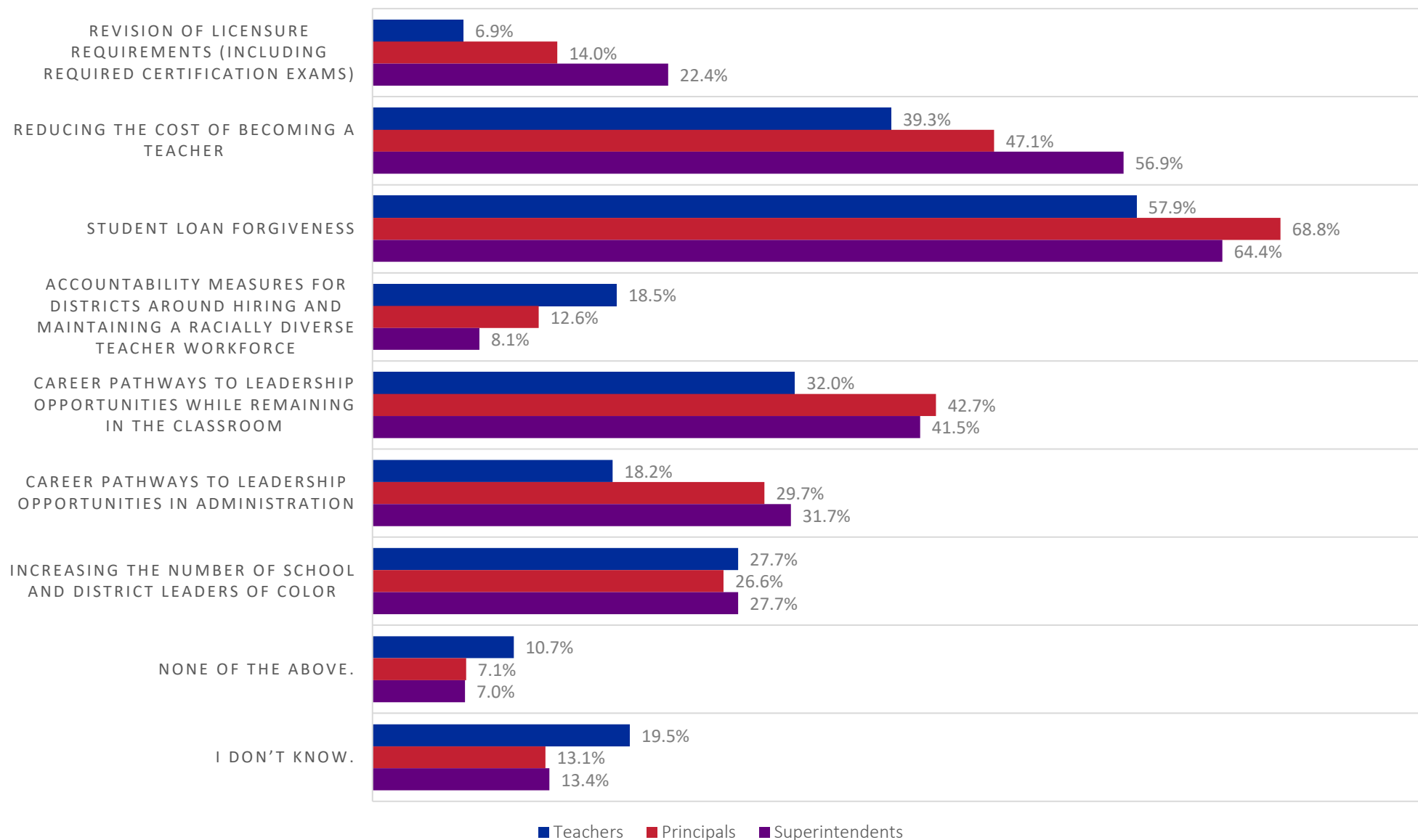
### Question 3

THE COMMISSION DISCUSSED THE IMPORTANCE OF CREATING AND IMPLEMENTING SYSTEMS AND STRATEGIES THAT SERVE TO ELEVATE TEACHERS AS PROFESSIONALS AND EXPERTS IN THEIR FIELD. FROM YOUR PERSPECTIVE, WHICH OF THE FOLLOWING WOULD PROFESSIONALIZE TEACHING AS A CAREER? (SELECT ALL THAT APPLY.)



## Question 4

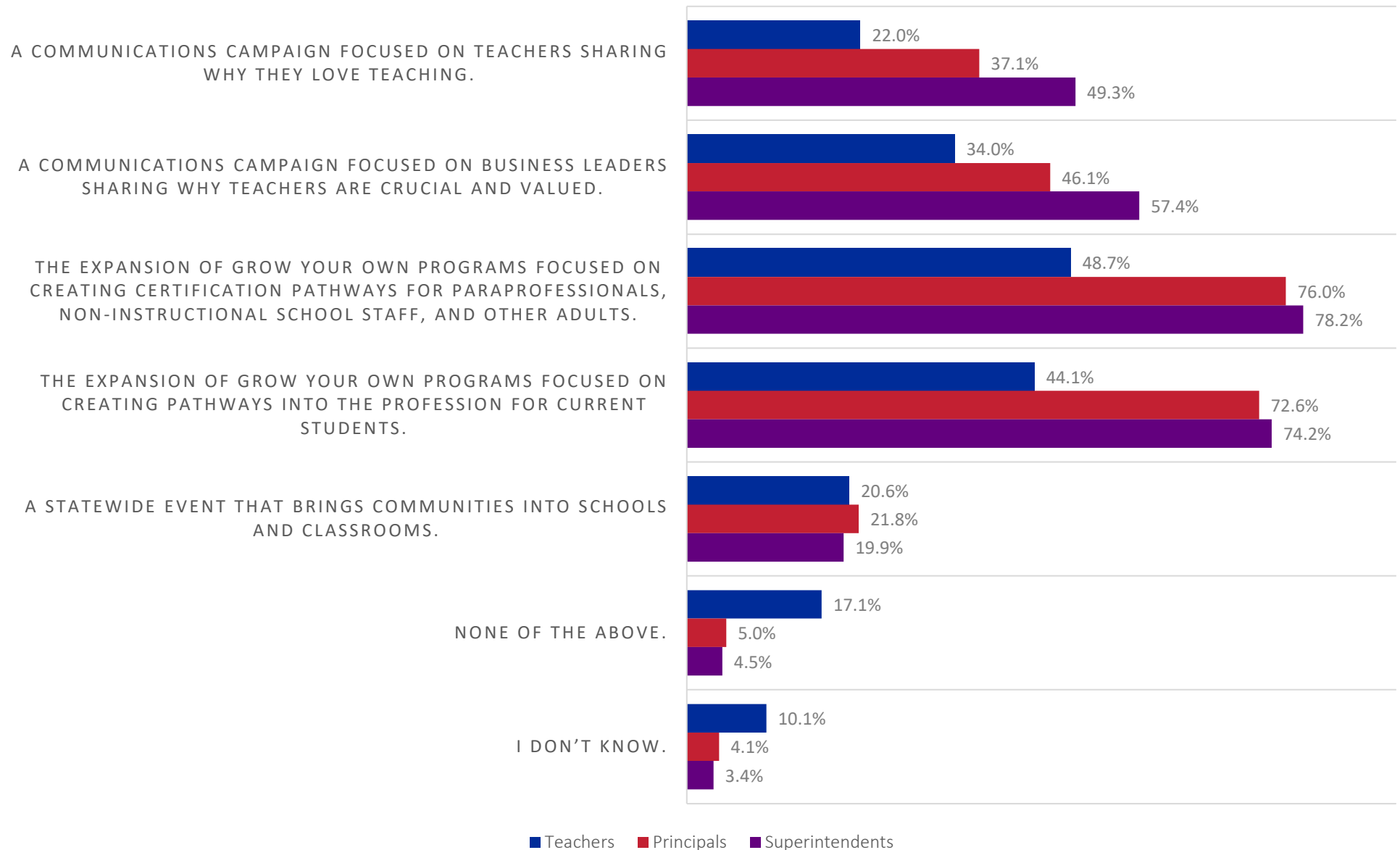
WHICH OF THE FOLLOWING DO YOU THINK WOULD SERVE TO INCREASE THE NUMBER OF TEACHERS OF COLOR, EITHER THROUGH RECRUITING NEW TEACHERS OR BETTER RETAINING TEACHERS CURRENTLY IN CLASSROOMS? (SELECT ALL THAT APPLY.)





## Question 5

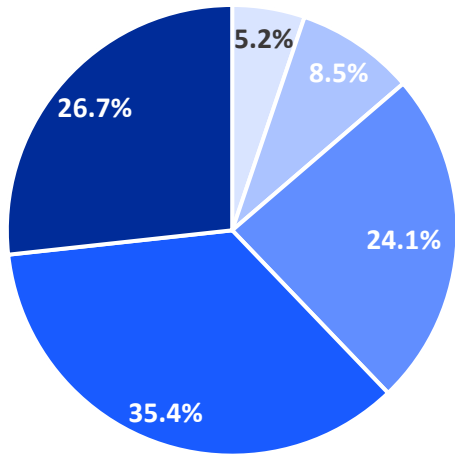
WHICH OF THE FOLLOWING DO YOU THINK WOULD SERVE TO RECRUIT NEW TEACHERS INTO CLASSROOMS? (SELECT ALL THAT APPLY.)



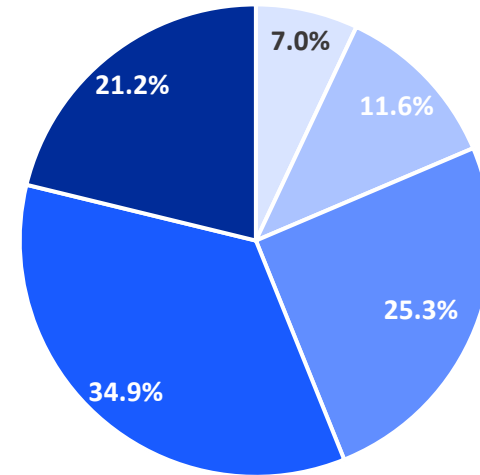
## Question 6

WOULD YOU SUPPORT THE ESTABLISHMENT OF A STATE SALARY SCHEDULE THAT DETERMINES THE KEY BENCHMARKS AND RELATED SALARY REQUIREMENTS THROUGHOUT THE COURSE OF A TEACHER'S CAREER TO RAISE TEACHER SALARIES GENERALLY AND HELP CLOSE THE GAP BETWEEN COMPENSATION IN SMALLER AND LARGER DISTRICTS?

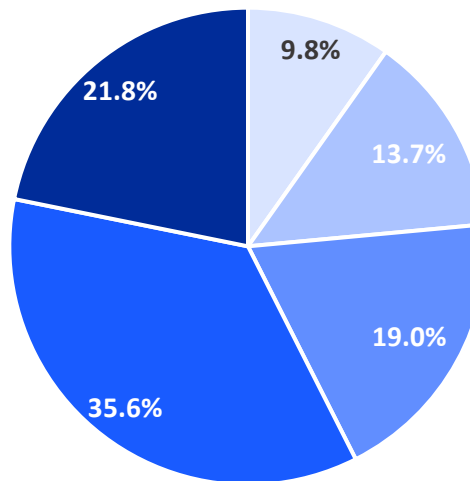
TEACHERS



PRINCIPALS



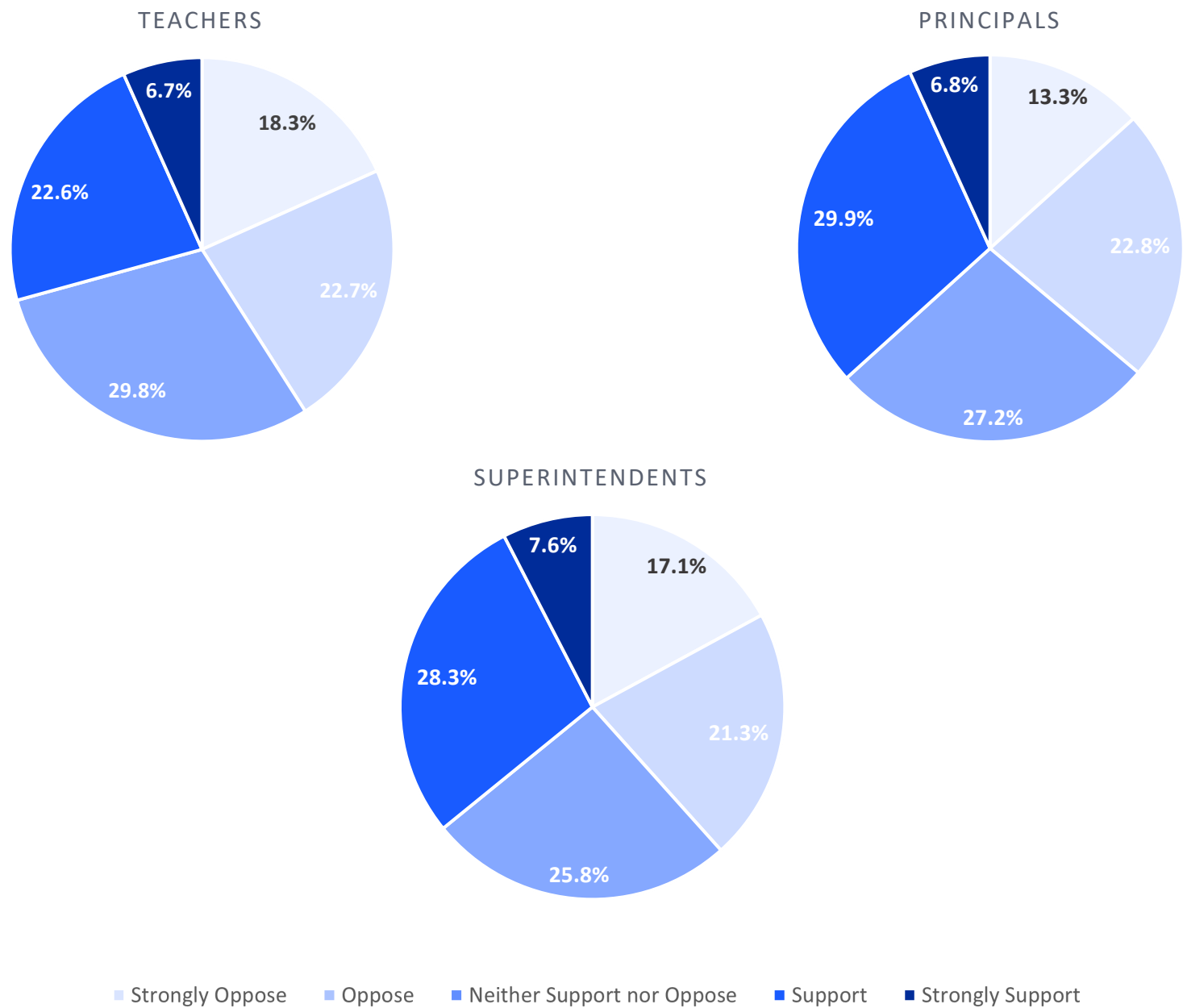
SUPERINTENDENTS



Strongly Oppose   Oppose   Neither Support nor Oppose   Support   Strongly Support

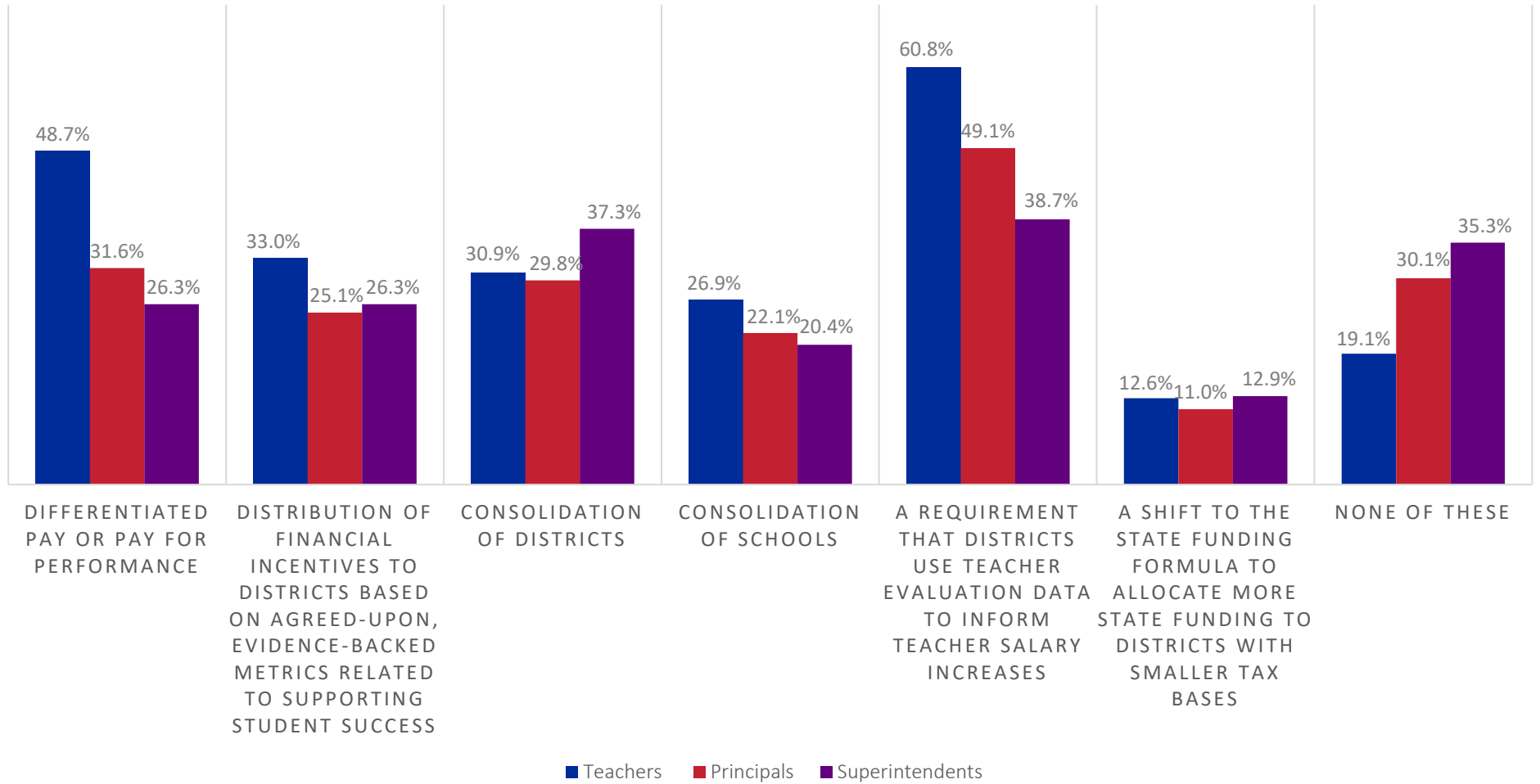
Question 7

WOULD YOU SUPPORT THE DISTRIBUTION OF FINANCIAL INCENTIVES TO DISTRICTS BASED ON AGREED-UPON, EVIDENCE-BACKED METRICS RELATED TO SUPPORTING STUDENT SUCCESS?



## Question 8

### WOULD IMPLEMENTATION OF ANY OF THE FOLLOWING CAUSE YOU TO LEAVE YOUR POSITION? (SELECT ALL THAT APPLY.)



## Question 9

WHICH OF THE FOLLOWING DO YOU THINK SHOULD BE CONSIDERED IN ORDER TO EVALUATE WHETHER THE IMPLEMENTED CHANGES TO TEACHER COMPENSATION AND OTHER SUPPORTS ARE EFFECTIVE IN STRENGTHENING THE TEACHER WORKFORCE? (SELECT ALL THAT APPLY.)

